DOCUMENT RESUME

ED 125 462 HE 008 036

AUTHOR	Eeckhcudt, Jeannette
TITLE	Status of Women Report. Educational Assessment Center Reports.
INSTITUTION	Washington Univ., Seattle. Educational Assessment Center.
REPORT NO	EAC-P-212
PUB DATE	Apr 76
NOTE	38p.
EDRS PRICE	MF-$0.83 HC-$2.06 Plus Postage.
DESCRIPTORS	Academic Achievement; *Admission (School); Comparative Analysis; *Educational Assessment; Educational Finance; *Females; Graduate Study; *Higher Education; Males; Professional Education; Race; Student Employment; *Student Financial Aid; Tables (Data); Undergraduate Study
IDENTIFIERS	*University of Washington

ABSTRACT

The status of women students at the University of Washington was reviewed in terms of admissions at the undergraduate, graduate, and professional schools for autumn 1975. Academic performance, financial aids, and student employment were also examined. Women were underrepresented at the graduate level and in the professional schools. Greater proportions of women showed higher academic achievement than their male counterparts. On the average, women student employees earned slightly lower hourly wages than did men. (Author)

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Status of Women Report

April, 1976

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The status of women students at the University of Washington was reviewed in terms of admissions at the undergraduate, graduate, and professional schools for Autumn, 1975; their academic performance, financial aids, student employment, etc., were examined also. Women were underrepresented at the graduate level and in the professional schools. Greater proportions of women showed higher academic achievement than their male counterparts. On the average, women student employees earned slightly lower hourly wages than did men.

Educational Assessment Center Project Number 212.

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I. Introduction

A. Purpose

In May, 1971, the Associated Students of the University of Washington Women's Commission completed a report on the status of women at the University of Washington which included information on the numbers of women admitted to the UW, their academic performance, and financial aid and employment opportunities available to them.[1] In the Spring of 1975, the Educational Assessment Center was asked by the ASUW Women's Commission to update the original student report. The results of this study are presented here.

This report, for the most part, updates the data from the 1969-70 school year with that of 1974-75. In those cases where information from Autumn 1975 records was available, the more recent data have been used, and are identified in the text.

The findings reported in this study will contribute to the support of women students at the University of Washington, by indicating areas of achievement as well as those in which discrepancies between the abilities of women students and their attainments appear to exist.

B. Sources (See Appendix)

II. Admissions, Autumn 1975

A. Undergraduate Admissions - Admissions Procedure

In Autumn, 1975, 6068 students were admitted, selected from approximately 15,000 undergraduate applicants. As in previous years, the number of students admitted was limited in order to stay within the budgetary and personnel limits of the UW.

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[1] "A Report on the Status of Women at the University of Washington: Part II Undergraduate and Graduate Students."

The University requires that freshman admittees from high schools have a minimum GPA of 2.5 for Washington residents and children of UW alumni; non-residents must have a minimum GPA of 3.0 (3.2 in Fall, 1970). Applicants must also present test scores from the Washington Pre-College Test, Scholastic Aptitude Test, or American College Test. The scores from one of these plus the applicant's high school grade point average are combined to determine an Admission Index, a figure used to determine admissibility. (The Admission Index procedure was not in effect for 1969-70 UW Admissions.) The weighting of the component scores is one-third for test scores and two-thirds for grades. Eligible applicants are placed in rank order by combined weighted scores, and offers of admission proceed from the highest Admission Index score until the freshman class quota is filled. The cut-off Admission Index for Fall, 1975 was 67, thus, a score of 67 or higher was required for admission of both residents and non-residents.

Transfer Admissions. A minimum GPA of 2.0 was required of transfer applicants, resident and non-resident. (In 1969-70 non-resident transfer students were required to have a 3.0.) The 75-credit hour requirement for transfer students was eliminated for Autumn, 1975. All transfer students, if they met high school grade point requirements for the year they would have entered as freshmen, were admissible. High school records were not required for those with 75 transfer credits or more.

Admission by Petition. Applicants who did not meet admission requirements could petition for special consideration by the Admissions Committee.

Exceptions to the Above. A few categories were excepted from the above requirements, for example, certain students entering through EOP (Educational Opportunities Program), students with athletic scholarships (48 men; 2 women in Autumn, 1975), and foreign students.

B. Graduate Admissions

The UW Graduate Admissions Office receives all applications for the various graduate departments. It then forwards the applications to the appropriate academic department for evaluation and recommendations of acceptance or denial. Each department has varying requirements, but there is a general requirement for graduate applicants that their last two years of undergraduate performance be at the level of B (3.00 GPA) or more. Many departments evaluate graduate applications through an Admission Committee staffed by various faculty within the department. In some cases an applicant may be admitted whose undergraduate preparation and/or GPA are inadequate if a favorable recommendation by the appropriate UW Department Chairperson, or Graduate Program Advisor with approval by the Dean of the Graduate School indicates promise for satisfactory graduate work.

C. Summary of Undergraduate and Graduate Admissions

For Autumn, 1975, Table 1 presents the application and enrollment figures for graduates and undergraduates by the sex of the applicant. Of the 25,245 admission applications, forty-two percent of the applicants were women; women represented 43% of those who were accepted and enrolled at the UW (total enrollment: 8,196 new entering men and women). At the undergraduate level 45% of all applicants were women; 44% of the undergraduates who enrolled were women. At the graduate level the proportion of women applicants drops to 36%; however, 41% of the graduates who enroll are women. This may indicate that graduate women are slightly (5%) more likely to be accepted, and/or are more likely to pursue their admission request by actually enrolling than graduate male applicants. Overall, women applied in fewer numbers than men at both the graduate and undergraduate level; the proportions of women who were accepted and then enrolled at the UW approximated the number of women applicants.

Table 1

Applications and Enrollments of Undergraduates and Graduates, Autumn, 1975.[2]

Application level and enrollment	Men N	Women N	Totals	%W
Freshmen				
Applicants*	4477	3768	8245	46
Enrollees**	1674	1392	3066	45
Transfer students				
Applicants*	3609	2975	6584	45
Enrollees**	1724	1278	3002	43
Total undergraduate applicants	8086	6743	14,829	45
Total undergraduates enrolled	3398	2670	6068	44
Graduates				
Applicants*	6630	3786	10,416	36
Enrollees**	1251	877	2128	41
Total applications	14,716	10,529	25,245	42
Total enrolled	4649	3547	8,196	43

[2]Offers of admission from the UW which are declined by the student applying do not appear, thus, the number of applicants minus the number enrolled does not equal the number of admissions denied

*From Registrar's Admission file; new entering students only.

**From New Student Report, Autumn 1975; new entering students only.

Table 2 presents the numbers and percentages of graduates from high school who applied for Autumn 1975 admission. The cut-off index for acceptance was 67. Forty-seven percent of the applicants from high school were women. The proportions of men and women admissible were very close (women, 77%; men, 76%). Their mean Admission Index scores reflect similarity between men and women in applicant qualifications (women, 76.9; men, 76.6). Forty-eight percent of the new first year applicants who received offers of admission were women. However, of these women only 60% enrolled compared to 66% of the men

who were offered admission. Qualified freshwomen applicants did not pursue their initial offers of admission to the same degree as did men.

Table 2

Freshmen and Women Admission Index Scores, Autumn, 1975.

		Number	%W	MAI#
Applicants	Men	3351		
	Women	3014	47	
Offered admission	Men	2549		76.6
	Women	2324	48	76.9
Enrolled	Men	1674*		
	Women	1392**	45	
Denied	Men	802		57.9
	Women	690	46	57.7

#Mean Admission Index Score

*66% of the male applicants enrolled

**60% of the female applicants enrolled

Table 3 shows that at the undergraduate level the percent of women has remained around 42% for the past six years, while the percent of graduate women applicants has gradually increased from 26% in 1969 to 34% for the past Winter, 1975.

Table 3

Undergraduate and Graduate Enrollment by Sex, Winter, 1969, through Winter, 1975.

	Undergraduates		Graduate/Professional	
	Men	Women	Men	Women
Winter 1969	57%	43%	74%	26%
Winter 1970	57%	43%	72%	28%
Winter 1971	57%	43%	73%	27%
Winter 1972	59%	41%	73%	27%
Winter 1973	59%	41%	70%	30%
Winter 1974	58%	42%	69%	31%
Winter 1975	56%	44%	66%	34%

Table 4 compares the numbers of men and women graduates enrolled in some of the traditionally almost all male disciplines[3] in 1969-70 with Autumn, 1975, enrollments. Autumn, 1975, enrollments show that there was a decrease in the proportions of women in five of the ten departments and increases in the proportions of women enrolled in four departments. How many men and women applied for graduate admission to each of these departments is not known.

Table 4

Graduate Men and Women Enrollments in Traditionally All-Male Disciplines.

	1969-70			1975*		
	Men	Women	%W	Men	Women	%W
Astronomy	37	5	12	20	1	5
Atmospheric Sciences	29	6	17	46	5	10
Chemistry	65	13	17	91	17	16
Economics	179	19	10	105	18	15
Geography	89	14	14	36	16	31
Geological Sciences	118	16	12	42	11	21
Mathematics	220	47	18	100	15	13
Oceanography	237	28	11	102	12	11
Physics	160	14	8	88	6	6
Political Science	214	38	15	58	20	26

[3] These fields were defined as "traditionally all-male" in the first Status of Women Report and are reported here as such for the comparison of enrollment in 1970 and 1975.

*From Autumn Quarter Statistics 1975 Report

D. Discussion of Undergraduate and Graduate Admissions

From examination of UW admission figures and enrollments, it appears that women and men are equally qualified in meeting academic admission criteria.

Fewer women, however, apply at any level, undergraduate and graduate, to the University of Washington.

There was no indication of sex discrimination in the admission process for undergraduate applicants.

Overall, at the graduate level of admissions there was no indication of discrimination. Note should be made, however, that there were 83 graduate admitting units. Each unit would have to be evaluated individually to determine its exact admission procedures and outcomes. Such evaluation is beyond the scope of this report. It is clear, however, that women are underrepresented at the graduate level (39% for Autumn, 1975). It has been found in a number of studies that the academic credentials of women undergraduates indicate that they are "better" qualified to meet graduate admission standards than undergraduate men.[4] The Academic Performance section of this report indicates that this is true for UW women undergraduates.

Even with the increase in numbers of women at the graduate level, it is safe to assume that many more well qualified women could succeed at the graduate level, judging from their academic performance as undergraduates. This underrepresentation of qualified women at the UW is typical of the national scene for women in higher education. A recent study has stated:

> Taking undergraduate grade point average as one indicator of student ability...graduate women were "better" undergraduates than men. Undergraduate GPA's of B+ or better were achieved by 37 percent of the men, compared to 52 percent of the women. Thus, the greater proportion of men are entering graduate school with lower undergraduate averages than their (fewer in number) female counterparts...we see that the higher the academic degree, the less likely women are to receive it. Although they represent slightly over half the United

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[4] Escape from the Doll's House: Women in Graduate and Professional School Education by Saul D. Feldman. A report prepared for the Carnegie Commission on Higher Education, pp. 18-19.

States population, women did not receive 50 percent of even the bachelor's degrees issued, let alone master's or doctorates.[5]

The path of attrition for women from high school graduation to college and then from college to the graduate and doctorate levels is well known.[6] It has been charged that sex-role stereotyping and anti-female attitudes dissuade women from taking themselves eriously as potential scholars early in their education. As the 1970 Status of Women Report commented,[7] the sex-role channeling at the secondary and undergraduate level is so effective that qualified women do not even consider applying to the traditionally all-male graduate departments (Table 4). Nor do men apply to those which have been historically considered the province of women.

Patterns of inequality in the numbers of women in higher education will not easily or quickly be eliminated. Education at all levels must aim at weakening preconceptions and traditional attitudes about what is appropriate for each sex and the differential socialization attendant upon them or patterns of inequality will continue.

E. Minority Student Enrollment

Table 5 represents the proportions of minorities in the state and King County; Table 6 represents the proportions of minority students at different levels of University study. According to the February, 1973 Bureau of the Census Report, 8% of the population of Washington State were minorities; in King County, 10% of the population were minorities. In the total UW population, minorities represent 12% of the full-time students. Of the full-time minority students, 46% were minority women. The highest percentage of minority students were at the freshman level, 21%, and decreased to 11% at the senior level. Minorities were under-represented at the graduate level (7%). In the professional schools minority

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[5] Ibid., pp. 18-19.

[6] Ibid.

[7] "A Report on the Status of Women at the University of Washington: Part II Undergraduate and Graduate Students," page 9.

representation is 1% higher than the proportion of minorities in King County. Only 17% of the minority students in the professional schools were women (25 women; 122 men). Minority enrollment has nearly doubled at all levels of study at the UW since Autumn, 1970. For Autumn, 1975, the UW Educational Opportunity Program admitted 368 men and 347 women, i.e. 49% of the new entering EOP students were women.[8]

The U.S. Census Bureau reported in October, 1974, that the national attrition rate of Black women was extremely high, "for every 100 Black women enrolled as freshmen in 1971, only 35 remained as seniors in 1974."[9] The UW Registrar's Office does not keep attrition statistics by race and/or sex so it is not known whether the attrition rate of Black women or other minority women undergraduates reflects the national figures. Although nothing for the more current years of 1974-75 or 1975-76 has been collected on attrition rates by sex or race a report completed March, 1975, on the UW Educational Opportunity Program[10] indicated that for the period studied, UW minority women had a drop-out rate much lower than 65%, the 1974 national figure. The report examined the academic achievement of 2615 EOP students from Autumn, 1969, through Summer, 1973. Twenty-eight percent, or 307 minority women out of 1081 minority women either withdrew or received academic "drop" actions during this period. Thus, although there was approximately a year's time difference between the periods studied at the national and local levels, and unless attrition rates differ drastically from year to year, it appeared that many more UW minority women stayed in school than minority women did nationally.

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[8] It should be noted that not all the students admitted through the EOP program are minority students. Economically disadvantaged white students are included within the EOP program also.

[9] Reported in the Chronicle of Higher Education, December 15, 1975, p. 4. From U.S. Census report-School Enrollment--Social and Economic Characteristics of Students: October, 1974.

[10] Hodgson, Thomas F., and Lutz, Larry. A Study of the Academic Records of All Students Enrolled in the UW Educational Opportunity Program: Autumn, 1969 through Summer, 1973. Educational Assessment Center, UW.

It would be worthwhile to examine the progress of and support offered to UW minority women currently to determine more exactly the proportions of the drop-out rate and what the causes might be in order to minimize the number of women leaving school.

Table 5

Population by Race in Washington State and King County[11]

	STATE OF WASHINGTON		KING COUNTY	
	Number	% of Total	Number	% of Total
Total Population	3,494,124	100	1,148,000	100
All Minorities	264,400	.08	114,241	.10
White	3,229,724	.92	1,033,759	.90
Chicana/Chicano	39,275	.01	3,723	.003
Black	81,600	.02	45,440	.04
Asian-American	50,000	.01	31,800	.03
Indian	38,800	.01	8,720	.007
Others	54,725	.02	24,558	.02

[11] Figures on this table obtained from the Office of Program Planning and Fiscal Management and Bureau of the Census (February, 1973) Supplementary Report, "Persons of Spanish Ancestry."

Table 6

UW Population by Race, Sex, and Class[12]

FRESHMAN	Women	Men	Total No.	% of Total	%W
Total Univ. Population	2310	2782	5092	100	45
All Minorities	517	531	1048	.21	49
White	1793	2251	4044	.79	44
Chicana/Chicano	47	57	104	.02	45
Black	182	159	341	.07	53
Asian American	251	283	534	.10	47
Indian	37	32	69	.01	54
SOPHOMORE					
Total Univ. Population	1931	2552	4483	100	43
All Minorities	282	361	643	.14	44
White	1649	2191	3840	.86	43
Chicana/Chicano	28	43	71	.02	39
Black	108	113	221	.05	49
Asian American	132	181	313	.07	42
Indian	14	24	38	.008	37
JUNIOR					
Total Univ. Population	2386	3363	5749	100	42
All Minorities	302	319	621	.11	49
White	2084	3044	5128	.89	41
Chicana/Chicano	30	42	72	.01	42
Black	103	107	210	.04	49
Asian American	141	146	287	.05	49
Indian	28	24	52	.009	54
SENIOR					
Total Univ. Population	2284	3077	5361	100	43
All Minorities	273	310	583	.11	47
White	2011	2767	4778	.89	42
Chicana/Chicano	16	29	45	.008	36
Black	88	100	188	.04	47
Asian American	151	150	301	.06	50
Indian	18	31	49	.009	37

[12] Figures in this table supplied by UW Office of Minority Affairs. Autumn, 1975, full-time students only.

Table 6 (continued)

UNCLASSIFIED & NON MAT.	Women	Men	Total No.	% of Total	%W
Total Univ. Population	366	569	935	100	39
All Minorities	33	38	71	.08	46
White	333	531	864	.92	39
Chicana/Chicano	3	4	7	.007	43
Black	8	14	22	.02	36
Asian American	17	19	36	.04	47
Indian	5	1	6	.006	83
GRADUATE					
Total Univ. Population	1926	3229	5155	100	37
All Minorities	153	214	367	.07	42
White	1773	3015	4788	.93	37
Chicana/Chicano	18	29	47	.009	38
Black	60	78	138	.03	43
Asian American	56	93	149	.03	38
Indian	19	14	33	.006	58
PROFESSIONAL					
Total Univ. Population	300	1021	1321	100	23
All Minorities	25	122	147	.11	17
White	275	899	1174	.89	23
Chicana/Chicano	5	29	34	.03	15
Black	9	33	42	.03	21
Asian American	9	50	59	.04	15
Indian	2	10	12	.009	17
TOTAL UNIV. POPULATION					
Total Univ. Population	11,503	16,593	28,096	100	41
All Minorities	1585	1895	3480	.12	46
White	9918	14,698	24,616	.88	40
Chicana/Chicano	147	233	380	.01	39
Black	558	604	1162	.04	48
Asian American	757	922	1679	.06	45
Indian	123	136	259	.009	47

F. School of Medicine Admissions

Table 7 shows that 22% of all the applicants to the School of Medicine were women. Sixteen percent of all the women applicants were offered admission compared to 12% of the men applicants. Women represent 28% of all those offered admission. The GPA's for the men and women accepted were very similar; the women's GPA being .04 lower than the men's in the "all other" category (grades from non-science curriculum) and the same (3.60) for the science category (grades from Biology, Chemistry, Physics, and Math). The mean Medical College Aptitude Test Verbal and General scores for women who were accepted were higher than the men's scores (Verbal: women, 38 points higher; General: women, 23 points higher). Accepted women applicants scored lower on mean MCAT Quantitative and Science areas (Quantitative: women, 15 points lower; Science: women, 35 points lower).

Table 8 presents the enrollment figures for the School of Medicine from Autumn, 1969 through Autumn, 1975. It shows a steady increase in the proportion of women enrolled over this seven-year period in Medicine. The Autumn, 1975, enrollment was the highest at 27% women. No doubt many qualified women with a concentration of sciences in their undergraduate studies and background would consider becoming doctors of medicine, if the rigors of a medical education were not also accompanied with the traditional distrust and disparagement of women doctors.[13] The University of Washington Medical School is one of the most distinguished medical training facilities in the United States; it should present an exemplary attitude and policy in encouraging women to contribute their skills, intelligence, and compassion to medicine and society.

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[13] Spiro, Dr. Howard M., "Visceral Viewpoints Myths and Mirths - Women in Medicine," The New England Journal of Medicine, February 13, 1975, p. 354-6. also: Campbell, Dr. Margaret A., "Why would a girl go into medicine?" The Feminist Press, Old Westbury, NY.

Table 7

School of Medicine Admissions Data, Autumn 1975, for 1st year applicants[14]

Application Action	Men N	Men %	Women N	Women %	TOTALS	%W
Number accepted:	141	12%	54	16%	195#	28%
M̄ MCAT Verbal	595		633			
M̄ MCAT Quant.	636		621			
M̄ MCAT General	555		578			
M̄ MCAT Science	661		626			
M̄* BCPM GPA	3.60		3.60			
M̄ all other GPA	3.64		3.60			
M̄ total GPA	3.62		3.58			
Number denied:	1085	88%	289	84%	1374##	21%
M̄ MCAT Verbal	550		568			
M̄ MCAT Quant.	601		573			
M̄ MCAT General	526		515			
M̄ MCAT Science	597		560			
M̄ BCPM GPA	3.27		3.12			
M̄ all other GPA	3.36		3.36			
M̄ Total GPA	3.31		3.22			
TOTALS:	1226	100%	343	100%	1569	22%

[14] From the School of Medicine's Association of American Medical Colleges Admission Action Summary

*BCPM GPA is the combined grade point average of Biology, Chemistry, Physics, and Math.

Of 195, 20 applicants withdrew after acceptance.

Includes withdrawn applications, applications being held, preliminary rejections, etc.

Table 8

New Entering Men and Women in School of Medicine, Autumn 1969 through Autumn 1975*

Autumn year	Men	Women	TOTALS	%W
1969	86	11	97	11
1970	90	17	107	16
1971	64	8	72	11
1972	94	17	111	15
1973	71	20	91	22
1974	85	23	108	21
1975	149	56	205	27

*From new Student Report. Includes new entering students at first year, second year levels, etc.

G. School of Law Admissions

The School of Law provided the following Admissions Information:

Table 9

Applicants for admission to the entering class of the Juris Doctor Program for Autumn Quarter 1975.*

Admission Action	Men	Women	Total	%W
Offers of Admission	275	111	386	29
LSAT high score	800	794		
LSAT low score	553	570		
LSAT median	670	659		
Overall Undergrad GPA:				
High	4.00	4.00		
Low	2.57	2.98		
Median	3.62	3.65		
Offers Declined	180**	59**	239	25
Denied Admission	603	265	868	31
LSAT high score	739	696		
LSAT low score	314	262		
LSAT median	580	577		
Overall Undergrad GPA:				
High	4.00	3.90		
Low	1.93	1.29		
Median	3.05	3.18		

Total men - 878
Total women - 376
%W = 30% 1254

*Excludes applicants considered under the special minority admissions program.
**Subtracting the admission offers declined from the offers of admission results in a 1st year non-minority Law class of 95 men and 52 women, or 35% women, a total of 147.

Table 10

Applicants Considered Under the Special Minority Admissions Program in School of Law--Autumn, 1975

Admission Action	Men	Women	Total	%W
Offers of Admission	28	23	51	45
LSAT high score	683	598		
LSAT low score	340	327.5		
LSAT median	536.5	478		
Overall Undergrad GPA:				
High	3.79	3.80		
Low	2.16	2.00		
Median	3.06	3.19		
Offers Declined	18*	17*	35	49
Denied Admission	45	19	64	30
LSAT high score	699	616		
LSAT low score	200	336		
LSAT median	408	461		
Overall Undergrad GPA:				
High	3.77	3.71		
Low	2.02	2.03		
Median	2.71	2.97		

Total men - 73
Total women - 42
% W = 37% 115

*Subtracting the offers declined from offers of admission results in a 1st year minority Law class of 10 men and 6 women, or 16% minority women, a total of 38 minority students.

The UW School of Law Policy Statement Regarding Admission states:

> "In measuring academic potential, the law school relies primarily on the undergraduate grade point average and the performance on the Law School Admission Test (LSAT). The weighting of these two indicators is determined statistically by reference to past experience at this school. For most applicants, the resulting applicant ranking is the most nearly accurate of all available measures of relative academic potential."

The figures on Law School admission from Table 9 indicate that 30% of all non-minority applicants were women and that the proportion of women receiving offers of admission was 29%. Of the 111 women offered admission, 59 women declined the offer, or 53%, compared to 65% (180 out of 275) of the men who

declined offers. The smaller number of women who did apply were more likely to follow up their admission requests by actually enrolling. The range and median of the LSAT scores and undergraduate GPA for men and women were not markedly different. The results of the ranking system used in the Law School admission process would display the evaluations of all applicants more exactly than do the high, low, and middle scores.

The Law School's Minority Admissions actions are displayed in Table 10. Thirty-seven percent of all minority applicants were women, while 45% of all those offered admission were women. Because the proportion of women with admission offers (45%) is higher than the overall proportion (37%) of women applying, minority women applicants seem to have been more likely to have been admitted although the spread between the high and low LSAT scores as well as the median scores for men and women do not explain their decisions. The mean, or average, of these scores reflects the value of the applicants' scores rather than the range of the scores. The overall undergraduate range of GPA's for minority men and women were comparable.

Combining the figures for non-minority and minority Law School Admissions for Autumn, 1975, results in an entering class of 105 men (95 non-minority, 10 minority) and 58 women (52 non-minority, 6 minority), or 36% women.

Table 11 shows enrollment figures for men and women in the Law School for the past seven Autumn Quarters. The proportion of women applying in Law have steadily increased from 9% in Fall, 1969 to 33% in Fall, 1975.

Table 11

New Entering Men and Women in School of Law, Autumn 1969 through Autumn 1975*

Autumn year	Men	Women	Totals	%W
1969	68	7	75	9
1970	78	9	87	10
1971	54	16	70	23
1972	94	41	135	30
1973	144	44	188	23
1974	145	55	200	28
1975	134	65	199	33

*From New Student Report. Includes new entering students at 1st year, 2nd year levels, etc.

H. School of Dentistry

The School of Dentistry provided Admissions data for Autumn, 1975, in Table 12. Ten percent of all applicants were women. Nineteen women, or 17% of the 1st year class, were accepted into the Dentistry program. The overall mean GPA's for men and women accepted, as well as those denied admission, were comparable (accepted women's $\bar{M}$ GPA was 3.37 and the men's was 3.32). For the combined mean Dental Admission Test scores of academic and psychomotor aptitude, the accepted women applicants had lower scores (women's $\bar{M}$ DAT was 4.47 and the men's was 5.20).

In Autumn, 1975, approximately eight men applied to Dentistry for every one woman who applied; 19% of the women's applications were accepted compared to 11% of the men's applications.

Table 13 cites the percentages of new entering women Dentistry students from Autumn 1969, through Autumn 1975. The Dentistry program had only one woman in 1969 and none for the following two years. Enrollment figures have

become more equal since then with women representing 14% of all new Dentistry students for Autumn, 1975. First year women Dentistry students were admitted (17%) in greater proportions than the percent of women applying (10%) for Autumn, 1975. The School of Dentistry still has some improvement to make, however, even to catch up with the numbers of women in Medical and Law Schools (which underrepresent women less severely), and which also have admitted women in larger proportions than the percent of women applying. A recruitment program to encourage young women to consider Dentistry as a career is one means to increase their numbers in the Admissions process and eventually the profession.

Table 12

School of Dentistry Admissions Data, Autumn, 1975, for 1st year applicants[15]

Application Action	Men		Women			
	N	%	N	%	Totals	%W
Number accepted overall	84	11	17	19	101	17
Mean GPA	3.32		3.37			
Mean DAT*	5.20		4.47			
Number denied overall	269	35	16	18	285	6
Mean GPA	3.11		3.00			
Mean DAT*	4.72		4.00			
Others:						
Number of:						
Incomplete applicants	375	49	49	54	424	12
Withdrawn applicants	27	4	5	5	32	16
Alternate applicants	1	0	0	0	1	0
Withdrawn after acceptance	15	2	4	4	19	21
TOTAL	771	100%	91	100%	862	10

*DAT are mean Dental Admission Test scores of academic and psychomotor aptitude

[15]Source: School of Dentistry application card file and Admission file

Table 13

New Entering Men and Women in School of Dentistry, Autumn 1969 through Autumn 1975*

Autumn year	Men	Women	%W	Totals
1969	68	1	1	69
1970	56	0	0	56
1971	59	0	0	59
1972	116	4	3	120
1973	119	4	3	123
1974	105	19	15	124
1975	106	17	14	123

*From New Student Report. Includes new entering students at 1st year, 2nd year levels, etc.

III. Academic Performance

A. Undergraduate Grade Point Average

Table 14 presents data on undergraduate entering students by grade point categories and by the last school attended for Autumn, 1975. Entering freshmen and women from high school was the largest category of new students; here, there were 52.6% of the women within the GPA category of from 3.50 to 400 compared to 36.2% of the men. When the next lower GPA category was included, 3.25 to 4.00, 77.5% of the entering women from high school were in this enlarged category compared to 60.0% of the men. Over three-fourths of the women entering from high school had grade point averages of 3.25 or above. For all the entering students classified as freshmen or women, (first year students are classified as such if they have 45 credit hours or less accrued), 72.8% of the women fell within the 3.25 to 4.00 GPA range while only 57.7 of the men did so. Also, for entering students in the sophomore, junior, or senior levels women again are found in higher proportions at the highest end of the GPA range.

Table 14

Undergraduate Students Who Entered by Grade Point Categories--Last School Attended & Type of Last School, Autumn 1975.

		Not Available		Less than 2.00		2.00 to 2.99		3.00 to 3.24		3.25 to 3.49		3.50 to 3.74		3.95 to 4.00		Total	
FRESHMEN		N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Entering from high school	Men	33	2	10	1	263	16	347	21	412	25	348	21	257	15	1670	100%
	Women	20	1	9	1	135	10	148	11	346	25	379	27	352	25	1389	100%
Entering from junior college or college	Men	21	13	10	6	74	47	15	10	14	9	13	8	10	6	157	100%
	Women	23	16	4	3	53	36	27	18	15	10	11	7	15	10	148	100%
Total		97		33		525		537		787		751		634		3364	
SOPHOMORES, JUNIORS, & SENIORS																	
Entering from junior college or college	Men	31	2	29	2	762	49	266	17	221	14	156	10	102	7	1567	100%
	Women	17	2	10	1	409	36	241	21	190	17	157	14	106	9	1130	100%
Total		48		39		1171		507		411		313		208		2697	

B. Undergraduate Honors

Table 15 indicates the numbers and percentages of mer and women undergraduates receiving academic honors. Women earned honors in a higher proportion to their numbers than did undergraduate men in annual undergraduate honors, quarterly high scholarship, certificates for high scholarship, and in honors at graduation.

Table 15

Academic Honors for Undergraduate Men and Women

a. Annual Undergraduate Honors for 1973-74 and 1974-75.

Academic year	N of Men	N of Women	%W	% Women in Total Undergraduate population
1973-74	1532	1362	47	42
1974-75	1535	1352	47	43

b. Quarterly High Scholarship for 1974-75.

Quarter	N of Men	N of Women	%W	% Women in Total Undergraduate population
Autumn	2030	1862	48	43
Winter	1845	1635	47	43
Spring	1762	1421	45	44

c. Certificates for High Scholarship for 1974-75.[16]

Class	N of Men	N of Women	%W	% Women in Total Undergraduate population
Freshman	72	51	41	44
Sophomore	70	51	42	
Junior	97	65	40	
	239	167		

d. Honors at Graduation for 1974-75.

Honor	N of Men	N of Women	%W
Summa cum laude	20	13	39
Magna cum laude	103	139	57
Cum laude	166	188	53
Total	289	340	54
Total in June '75 graduation	3136	2332	43

[16] Seniors receive Baccalaureate Honors at graduation.

C. Graduate School Low Scholarship

At the graduate level there are no records similar to the measures used at the undergraduate level to assess academic performance.

Whenever a graduate student's cumulative GPA or quarterly GPA drops below 3.00 he or she falls into the Low Scholarship category. It is the graduate student's department that takes the action of warning the student, placing the student on probation, final probation, or dropping the student from the program for low scholarship. No action at all may be taken if the department decides it is unnecessary to do so in light of a particular student's previous performance, etc. Table 16 presents the numbers of graduate men and women whose GPA fell below 3.00 in a particular quarter for 1974-75.

Table 16

Graduate Low Scholarship Data (Source: Recording Office)

a. Low Scholarship, 1974-75

Quarter	Men (N)	Women (N)	%W
Autumn	288	98	25
Winter	256	99	28
Spring	208	88	30

b. Action Taken

Quarter	Men (N)	Women (N)	%W
Warning	230	84	27
Probation	100	40	29
Final Probation	14	13	48
Drop	4	1	20
Total	348	138	28

For the 1974-75 school year women represented 38% of the graduate population. Of all the graduate students for whom action was taken for low scholarship, 138 or 28% were women; men received 348, or 42% of the low scholarship actions (Table 16). Graduate women are less often cited for low scholarship than are men.

IV. Financial Aids

A. Scholarships, Fellowships, and Traineeships

Table 17

Graduate Scholarships, Fellowships, and Traineeships for 1974-75 and 1975-76 by Sex

	Men	Women	%W	%W (Nursing excluded)*
1974-75:				
Traineeships	343	419	55	43*
Fellowships & Scholarships	227	93	30	
TOTAL	570	512	47	38*
1975-76:				
Traineeships	305	386	56	45*
Fellowships & Scholarships	154	62	29	
TOTAL	459	448	49	41*

*The number of traineeships awarded was adjusted by subtracting the number of graduate traineeships for Nursing (1974: 166 women, 4 men; 1975: 141 women, 8 men).

Table 17 presents the number of scholarships, fellowships, and traineeships awarded to graduate men and women for 1974-75 and 1975-76. The number of traineeships awarded women graduates in these two years was higher than their proportions in the graduate population. In 1974-75, 37% of all graduates were women and they received 55% of the traineeships. In 1975-76, 39% of all graduates were women and they received 55% of the traineeships. However, these percentages of traineeship awards decrease to 43% and 45% respectively in each year when traineeships for Nursing, which is traditionally or almost all-female, are subtracted. In the awarding of scholarships and fellowships, which do not require a daily or weekly scheduled commitment to training and/or work time, women do less well. Thirty percent of the fellowships and scholarships in 1974-75 and 29% in 1975-76 were awarded to women. It is not known how many

men and women applied for either type of award. Overall, with traineeships from the Graduate School of Nursing excluded, women received 38% of the awards in 1974-75 and 41% in 1975-76. In each year the proportion of women receiving awards reflects the overall proportion of women enrolled in graduate school.

The Office of Student Financial Aid reported that in the 1975 fiscal year 236 undergraduate men (48%) and 252 undergraduate women (52%) received institutional scholarships (total men and women was 488). Although women received 52% of the number of scholarships awarded the amount of money received by the women was 48% of the total money awarded undergraduates. (Women received $123,159 out of $257,177 total awarded.)

B. Subfaculty Positions

Table 18 indicates the proportions of graduate men and women who received Graduate Service appointments. These appointments include Teaching Assistant, Staff Assistant, and Research Assistant. Twenty-seven percent of those with appointments were women; 79% of the women's awards were at the Premaster Level I. To be granted a graduate service appointment "the general requirement of all graduate students, that they make satisfactory progress in graduate programs and satisfy the residence requirements, calls for enrollment for nine credit hours or more...The responsibility to recommend appointment in any appropriate category rests with the chairman of the student's department..."[17]

According to Autumn Quarter Statistics for 1975, there were 2,793 graduate women (or 39% of the graduate population from first year to doctoral level). Of these, 18% or 493 women had service appointments; 30% of graduate men had service appointments, or 1314 out of 4430. The University of Washington's Equal Employment Opportunity Policy and Affirmative Action Program applies to this

[17] University of Washington Handbook, Volume 4; Part 4; Chapter 6; p. 34.

category of appointment. If graduate women apply in the same proportions as their overall numbers, women with graduate service appointments seem less equally employed than their proportions in the graduate school would suggest.

Table 18

Graduate Service Appointments by Sex, Autumn, 1975

LEVEL AND APPOINTMENT	TOTAL					
	M	W	T	%W	% W at each level and job	20 hrs./mo. Salary range
Level I*						
TA & SA	528	307	835	37	62	$491
RA	350	83	433	19	17	445
Total	878	390	1268	31		
Level II**						
TA & SA	142	46	188	24	9	522
RA	168	31	199	16	6	471
Total	310	77	387	20		
Level III***						
TA & SA	33	16	49	33	3	553
RA	93	10	103	10	2	502
Total	126	26	152	17	100%	
Totals						
TA & SA	703	369	1072	34	75	
RA	611	124	735	17	25	
Total	1314	493	1807	27		
					100%	

*Level I: Premaster--having been admitted to Graduate School but not yet having completed master's degree.

**Level II: Intermediate--having completed master's degree but not a candidate in PhD program.

*** Level III: Candidate--designated as a candidate for the doctor's degree.

C. Grants and Loans

Table 19

Grants and Loans to UW Men and Women, 1974-75

Loan or Grant	MEN N	MEN Gross Amount	WOMEN N	WOMEN Gross Amount	TOTALS N	TOTALS %W	TOTALS Gross Amount	% Gross To Women
Health Profession Loans**	142	171,000	169	149,650	311	54	320,650	47
Supplementary Educational Opportunity Grant*	688	371,557	736	402,190	1424	52	773,747	52
National Direct Student Loan**	1465	1,208,400	1442	1,083,850	2907	50	2,292,250	47
State Need Grant*	781	362,690	889	413,800	1670	53	776,490	53
TOTAL	3076	2,113,647	3236	2,049,490	6312	51	4,163,137	49

*To undergraduates only
**To undergraduates and graduates

The financial aid from Health Profession Loans, Supplementary Education Opportunity Grants, National Direct Student Loans, and State Need Grants for UW students are presented in Table 19. Women received 49% ($2,049,490) of the aid distributed from these sources and women were 51% (3236 women) of all those requesting and receiving a grant and/or loan. Of all those who received Health Profession Loans women represent 54% (169) yet women received 47% of the money loaned, or on the average of about $318 less for each loan granted to a man. It may be, however, that women requested to borrow less money on the average. Overall, the number of loans and grants as well as the size (amount of money) of the financial aids were evenly distributed.

D. Student Employment

Table 20 presents student employment average hourly wages on regular University payroll by the level of employment. Of the men and women working as Student Assistants (jobs classified broadly as work in the academic area) on regular hourly payroll, 46% (64 women) were women. There were only 140 students employed as Student Assistants and this number is too small for any analysis.

The classification of Student Helper includes a broad variety of jobs in the staff area--from clerical to gardening jobs. Fifty-three percent (503 women) of the Student Helpers on regular hourly payroll were women. Forty-two percent of all the men fell in the two highest paying categories, Student Helper IV and V, while 30% of all the women Student Helpers did so; on the average women Student Helper V's made four cents an hour less than men within this category. Fifty-six percent of all women Student Helpers worked in the two lowest paying categories (Student Helper I and II). Within the Student Helper I category of which women comprise 57%, women make an average of five cents per hour less than the men.

Approximately 1100 men and women worked on regular University hourly payroll. Fewer women worked in the two highest paying categories of Student Assistant/Helper IV and V, that is, 163 women compared to 222 men or 42% women at this level, earning two cents per hour less on the average. Of employees at the lower pay levels of Student Assistant/Helper I, II, and III, 57% were women earning two cents per hour less than men working within these levels.

Table 20

Student Employees on Regular Hourly University Payroll, October, 1975*

Job Level	MEN N	MEN $\bar{M}$ Hourly Wage	MEN %	WOMEN N	WOMEN $\bar{M}$ Hourly Wage	WOMEN %	%W
Student Assistant I	4	2.03	4	11	2.14	17	79
Student Assistant II	25	2.28	33	18	2.29	28	42
Student Assistant III	14	2.46	19	22	2.45	34	61
Student Assistant IV	28	2.67	37	9	2.73	14	24
Student Assistant V	5	2.84	7	4	2.77	6	44
TOTAL	76		100%	64		100%	46
Student Helper I	23	2.16	5	30	2.11	6	57
Student Helper II	151	2.25	33	250	2.26	50	62
Student Helper III	89	2.51	20	73	2.53	15	45
Student Helper IV	55	2.72	12	48	2.71	10	47
Student Helper V	134	3.26	30	102	3.22	20	43
	452		100%	603		100%	53

*From UW Payroll Office. This table does not include all students working for the UW.

Table 21

Student Employees on Research Contracts and Grants Payroll, October, 1975

	MEN N	MEN $\bar{M}$ Hourly Wage	MEN %	WOMEN N	WOMEN $\bar{M}$ Hourly Wage	WOMEN %	%W
Student Helper I	15	2.24	5	11	2.16	5	42
Student Helper II	33	2.39	10	32	2.34	13	49
Student Helper III	53	2.51	17	58	2.57	24	52
Student Helper IV	43	2.77	14	34	2.76	14	44
Student Helper V	171	3.31	54	107	3.26	44	38
TOTAL	315		100%	242		100%	43

Table 21 shows the numbers of men and women on the Research Contracts and Grants payroll and their average hourly wages. Forty-three percent of all those employed on this type of payroll were women. At the Student Helper V level, 38% (107 women) were women who earned five cents an hour less than the men within this category. Overall, Student Helper I through Student Helper V, women (242) earned ten cents less per hour on Research Contracts and Grants payroll; the men averaged $2.95/hour and the women, $2.85/hour.

E. Work Study.

Table 22

Work Study Estimated Hourly Wages for 1974-75 School Year by Sex[18]

	Salary Levels	N	%Men	Hourly Average	N	%Women	Hourly Average	%W at Level
I	$2.00-$2.18	35	5	$2.13	35	5	$2.13	50
II	$2.19-$2.38	39	6	$2.28	50	7	$2.29	56
III	$2.39-$2.58	96	14	$2.51	190	28	$2.51	66
IV	$2.59-$2.78	107	15	$2.74	28	4	$2.73	21
V	$2.79-$3.73	418	60	$3.25	372	55	$3.20	47
	Total	695	100%		675	100%		49

[18]Data obtained from Office of Financial Aids. Graduate students included; summer work/study jobs not included. Records did not indicate how long a student worked at any position.

Students who apply for financial aid receive an offer for the Work Study Program as an optional part of their financial aid package with the earnings from a work study position the student supplements other financial aid to meet the expenses of attending the University. In the Work Study Program the employer pays a portion of the salary and the federal government pays the remainder.

Table 22 represents the estimated average hourly earnings of men and women in the Work Study Program for the 1974-75 school year (excluding summer). At the two lowest levels of salary range men and women were comparabel in proportionate numbers and wages. At the highest wage level ($2.78-$3.73 per hour) five percent fewer women (55%) than men (60%) were empolyed. Examples of jobs within this category were Programmer, Engineering Assistant, Accountant, Translator, etc. At Level III ($2.39-$2.58) and Level IV ($2.59-$2.78) the

numbers of men and women were disproportionate. At Level III, 28% of all the women in the Work Study Program were employed some or all the the 1974-75 school year compared to 14% of the men in the program. At Level IV, 4% of the women earned $2.73 per hour whereas 15% of the men did. As wages surpassed approximately $2.50 per hour fewer women (59%) than men (75%) earned at the higher wage levels.

The jobs offered at the higher wage levels may somehow favor the hiring of men. Much more information would be required to determine whether this is true, or whether some other mechanism operates to minimize the numbers of women in these higher paid positions.

Table 23 presents the overall payroll figures for men and women on Work Study in fiscal year 1975 (or the 1974-75 school year). Women represented 53% of those in the program and earned 52% of the total money earned. The average hourly wage for men was $2.93 and for women $2.77, or 16 cents per hour less than the mens' average wage.

Table 23

Payroll Figures for Men & Women in Work Study Program, Fiscal Year 1975

	Men	Women	Total	%W
Number	687	767	1454	53
Gross Earnings	$654,525	$714,609	$1,369,134	52
$\bar{M}$ Hourly Wage	$2.93	$2.77		

V. Conclusion

Undergraduate women students of the University of Washington for Autumn, 1975, were applying and enrolling in proportions lower than those which might be expected from the general proportion of women in the high school graduate population. If the high school graduate population is approximately 50% men and 50% women,[19] then about 9% (41% of the new entering undergraduates are women) of the high school women who may be capable of attaining a university education never do. Especially when the laudable academic performance of women undergraduates is examined, it appears that more marginally qualified men enroll than do solidly qualified women who could succeed academically.

At the graduate and professional level women are underrepresented. Again, the phenomena occurring within, to and around qualified high school women, are magnified at this next level of higher education so that many well-qualified undergraduate women do not apply and enroll in graduate level work. As the Carnegie Commission states in its report on women in graduate and professional education, "the higher the academic degree, the less likely women are to receive it."[20] The reasons for this are longstanding and complex. Assuming that UW graduate women share much of the same experiences as other graduate women across the nation they must cope with discouragement from without and within.

The negative self-image internalized by many women concerning their intellectual abilities, the active societal attitude that some or all serious study by women is unfeminine and unnatural, and the sharper conflict women feel in their student/spouse role are just some of the obstacles women face

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[19] Escape from the Doll House, p. 19.

[20] Ibid. Also Larson, James R. Jr., A Second Socioeconomic Study of Graduate Students at the University of Washington.

in considering and pursuing graduate work.[21] These serious and intangible factors contribute to women's underrepresentation in the graduate and professional schools at the University of Washington just as they do elsewhere in American higher education. This underrepresentation does not seem to be so much a question of sex-based discrimination in the admission process as it may be the differential (lower) numbers of women applying. However, it is possibly true that even with fewer women applying, to some extent qualified women may be denied while less qualified men are accepted because departments may unofficially accept only (approximately) the same proportion of women as apply. That is, if 300 women applicants out of 1,000 apply to a department with 100 program openings, the department may accept only 30 women instead of admitting the qualified men and women to a 50-50 ratio.[22] It would be an extensive task to examine the comparative qualifications of men and women applying and accepted at the UW graduate and professional schools to determine if such policies are in operation--a task well beyond the scope of this report.

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[21] Actually, the Washington State department of the Superintendent of Public Instruction, Management Services Section, reports that 51% of the 1974-75 public high school graduates were women (25,840 women out of 50,990 total).

[22] Status of Women Report at the University of Washington, 1971, p. 13.

APPENDIX

Sources:

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New Student Report, Autumn, 1975, Registrar's Office

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